UNITED NATIONS **A**

General Assembly

Distr.
GENERAL

A/52/739
18 December 1997
ENGLISH
ORIGINAL: ARABIC

Fifty-second session
Agenda item 153

HUMAN RESOURCES MANAGEMENT

Report of the Fifth Committee

Rapporteur: Mr. Djamel MOKTEFI (Algeria)

I. INTRODUCTION

1. At its 4th plenary meeting, on 19 September 1997, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fiftieth session the item entitled "Human resources management" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 5th, 23rd, 27th, 30th, 38th, 40th and 43rd meetings, on 3 October, 6, 11 and 17 November and 9, 10 and 17 December 1997. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/52/SR.5, 23, 27, 30, 38, 40 and 43).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Advisory Committee on Administrative and Budgetary Questions;[1]

(b) Report of the Secretary-General on a family leave programme (A/52/438);

[1] Official Records of the General Assembly, Fifty-second Session, Supplement No. 7 (A/52/7).

(c) Report of the Secretary-General on a system of performance awards or bonuses (A/52/439);

(d) Report of the Secretary-General on amendments to the Staff Rules (A/52/574);

(e) Report of the Secretary-General on the composition of the Secretariat (A/52/580 and Corr.1 and 3);

(f) Report of the Secretary-General on the implementation of the performance appraisal system (A/C.5/51/55 and Corr.1);

(g) Report submitted by the Secretary-General on behalf of and with the approval of the members of the Administrative Committee on Coordination on respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations (A/C.5/52/2);

(h) Note by the Secretariat on the implementation of General Assembly resolution 51/226 (A/C.5/52/CRP.2);

(i) Letter dated 28 July 1997 from the Permanent Representative of the United Republic of Tanzania to the United Nations addressed to the Secretary-General (A/51/955);

(j) Letter dated 8 September 1997 from the Secretary-General to the Chairman of the Group of 77 and China (A/C.5/51/58).

II. CONSIDERATION OF DRAFT RESOLUTION A/C.5/52/L.14

4. At the 43rd meeting, on 17 December, the representative of Costa Rica, Vice-Chairman of the Committee, introduced a draft resolution entitled "Human resources management" (A/C.5/52/L.14).

5. At the same meeting, the Committee adopted draft resolution A/C.5/52/L.14 without a vote (see para. 6).

III. RECOMMENDATION OF THE FIFTH COMMITTEE

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Human resources management

The General Assembly,

Having considered the reports of the Secretary-General on a family leave programme,[2] on the implementation of the performance appraisal system,[3] on a system of performance awards or bonuses[4] and on amendments to the Staff Rules,[5]

I. FAMILY LEAVE PROGRAMME

Recalling paragraph 3 of section III.C of its resolution 51/226 of 3 April 1997, in which it requested the Secretary-General to develop a family leave programme for United Nations staff without creating supplementary leave entitlements and to report thereon to the General Assembly as soon as possible,

1. Takes note of the report of the Secretary-General;[2]

2. Approves the recommendations of the Secretary-General in relation to the family leave programme, as contained in paragraph 12 of his report;

II. IMPLEMENTATION OF THE PERFORMANCE APPRAISAL SYSTEM

Having reviewed the report of the Secretary-General on the implementation of the performance appraisal system[3] and the relevant section of the report of the Advisory Committee on Administrative and Budgetary Questions,[6]

1. Takes note of the report of the Secretary-General;[3]

2. Encourages the Secretary-General to continue his efforts to refine and simplify the performance appraisal system, in particular its administrative aspects;

3. Reiterates that it is important that the performance appraisal system be implemented consistently throughout the Secretariat so as to achieve an effective and fair performance management and staff development tool, and requests the Secretary-General to monitor the application of the performance appraisal system and to report thereon to the General Assembly;

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[2] A/52/438.

[3] A/C.5/51/55 and Corr.1.

[4] A/52/439.

[5] A/52/574.

[6] Official Records of the General Assembly, Fifty-second Session, Supplement No. 7 (A/52/7), paras. 107-112.

III. SYSTEM OF PERFORMANCE AWARDS OR BONUSES

Having reviewed the report of the Secretary-General on a system of performance awards or bonuses,[4]

1. Approves, and urges the Secretary-General to adopt a step-by-step approach to, the introduction, in full consultation with the staff, of a system of performance awards or bonuses, taking into account the comments and recommendations of the International Civil Service Commission on this matter, as contained in its report;[7]

2. Requests the Secretary-General to keep the introduction of the system of performance awards or bonuses under review and to report to the General Assembly, in accordance with the step-by-step approach, at its fifty-third session;

3. Also requests the Secretary-General to submit policy proposals to deal systematically and effectively with underperformance,[8] to the General Assembly at its fifty-third session, taking into account the comments and recommendations made by the International Civil Service Commission in paragraph 213 of its report,[7] for decision by the Assembly;

IV. AMENDMENTS TO STAFF RULES

Having reviewed the report of the Secretary-General on amendments to the Staff Rules,[5]

Takes note of the amendments to the 100 and 200 series of the Staff Rules contained in the report of the Secretary-General;[5]

V. IMPLEMENTATION OF GENERAL ASSEMBLY RESOLUTION 51/226

1. Decides that the restrictions contained in paragraph 26 of section III.B of resolution 51/226, which preclude staff appointed for less than one year against regular budget posts or extrabudgetary posts of one year or longer from applying for or being appointed to their current post within six months of the end of their current service, shall apply to staff appointed after 3 April 1997 only;

2. Decides also that persons eligible to be considered for internal vacancies within the Secretariat after twelve months of service, as provided for in paragraph 27 of section III.B of resolution 51/226, shall be staff appointed in the Professional category or above under the 100 or 300 series of the Staff Rules to serve against peacekeeping support account posts at Headquarters or in

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[7] Ibid., Supplement No. 30 (A/52/30), chap. VI, sect. B.

[8] See A/52/439, para. 17.

peacekeeping or other field missions, and decides further that such eligibility shall be limited to vacant posts at the P-4 level and above;

3. Decides to continue consideration of the note by the Secretariat on the implementation of General Assembly resolution 51/226,[9] as well as the application of the provisions of the preceding paragraphs, at the first part of its resumed fifty-second session.

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[9] A/C.5/52/CRP.2.